

**North Wasco County  
School District 21**

Code: **GCN/GDN**  
Adopted: 12/9/99  
Readopted: 3/31/04, 11/09/06  
Orig. Code(s): The Dalles GCN/GDN

### **Evaluation of Staff**

An effective evaluation program is essential to a quality educational program. It is an important tool to determine the current level of a teacher's performance of the teaching responsibilities. It is also an important assessment of classified employees and current performance of their job assignments. Under Board policy, administrators are charged with the responsibility of evaluating the staff. An evaluation program provides a tool for supervisors who are responsible for making decisions about promotion, demotion, contract extension, contract non-extension, contract renewal or non-renewal, dismissal and discipline.

This evaluation program is designed to provide an opportunity for staff to set goals and objectives, including plans for professional growth and career opportunities and receive administrative responses to them; to have peer assistance as appropriate; to have formal and informal classroom observations of licensed employees; to assess performance of other duties and job responsibilities of all staff; to receive verbal and written comments and suggestions for improvement from supervisors; and to have opportunities to make required improvement(s) within specific timelines.

All classified employees will be formally evaluated by their immediate supervisor at least twice during their first year of employment (once prior to the conclusion of the probationary period). Following their probationary period, classified staff will be evaluated annually.

Evaluation of licensed staff shall be conducted bi-annually or in conformance with applicable Oregon Revised Statutes and any applicable collective bargaining provisions.

END OF POLICY

---

**Legal Reference(s):**

[ORS 243.650](#)

[ORS 332.505](#)

[ORS 342.850](#)

[OAR 581-022-1720](#)